



Canadian Council of Directors of Apprenticeship (CCDA) Activity Review – 2021 & 2022

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Contents




- Message from the CCDA Chair 3**
- Overview 5**
 - The Canadian Council of Directors of Apprenticeship (CCDA)..... 5
 - The Red Seal Program..... 5
 - The CCDA Secretariat 5
- Highlights of CCDA Work 6**
 - Harmonization Initiative 6
 - Red Seal Product Development..... 7
 - Ellis Chart..... 8
 - CCDA at the 2022 International Labour Conference..... 8
 - National Stakeholders Meeting 8
 - Awards..... 9
 - Equity, Diversity and Inclusion..... 10
- Members of the CCDA (2022) 11**

Message from the CCDA Chair

It is my pleasure to introduce the Canadian Council of Directors of Apprenticeship (CCDA) 2021-2022 activity review. The CCDA continues to provide oversight and collaboration to ensure the Red Seal Program is delivered consistently and the Red Seal endorsement is publicly recognized as a standard of excellence across Canada.



In 2021 and 2022, the CCDA finalized its former strategic plan and adopted new priorities for the 2022-2027 period. The new five-year plan strives to maintain the quality and excellence of the Red Seal Program, promote apprenticeship and skilled trades careers, and ensure the program provides equitable and inclusive opportunities for all apprentices. Our 2022-2027 strategic priorities include:

	Apprenticeship in Canada is valued, and the Red Seal endorsement is recognized as a standard of excellence.
	The Red Seal Program is publicly recognized, relevant, and held to a high standard
	Apprenticeship and the Red Seal Program are reflective of the Canadian population and afford equitable, inclusive, and meaningful experience for all.

Our goals are focused on developing the Red Seal standards and examinations and harmonizing curriculum by bringing together experienced trades professionals from across the country. In the past two years, we have adapted to the challenges presented by the COVID-19 pandemic and our product development processes have since been streamlined to include both in-person and virtual approaches. This efficiency has provided cost savings and more regular engagement with industry. I would like to thank all our industry collaborators for their flexibility and patience while we adapted to these changes.

I would like to also highlight our continued connection with apprenticeship stakeholders. In Fall 2022, CCDA successfully hosted the in-person National Stakeholders Meeting in Ottawa. The National Stakeholders Meeting allowed stakeholders across the country to reconnect and discuss approaches to engaging employers in apprenticeship and the importance of maintaining support for apprentices throughout the country and in a variety of trades.

The CCDA's five-year plan features an enhanced focus on removing barriers and ensuring inclusivity for all Canadians involved in apprenticeship and the skilled trades. Since 2020, the CCDA has hosted communities of practice for staff working across the country to discuss engaging equity-deserving groups in apprenticeship. The Communities of Practice members share best practices, challenges, and lessons learned, and provide recommendations to the CCDA on building more inclusive apprenticeship systems.

I wish to thank all our industry and community partners who have supported the Red Seal Program. I look forward to our continued collaboration to build stronger apprenticeship systems across Canada.



Shelley Gray
Chair, Canadian Council of Directors of Apprenticeship

Overview

The Canadian Council of Directors of Apprenticeship (CCDA)

The Canadian Council of Directors of Apprenticeship (CCDA) is a voluntary intergovernmental partnership among the provinces and territories, which are responsible for apprenticeship training and trade certification, and the federal government. The CCDA supports the development of skilled trades in Canada and manages the Red Seal Program.

The CCDA consists of 15 members including one official from each province and territory, and two federal government representatives from the department of Employment and Social Development Canada (ESDC).

The Red Seal Program

The Red Seal Program sets common standards and examinations to assess the skills of trades professionals across Canada. Industry is integral in developing the national standard and examinations for each Red Seal trade. It is a partnership between the federal government and provinces and territories, which are responsible for apprenticeship training and trade certification in their jurisdictions.

Provinces and territories are also responsible for the administration of the Red Seal Program in their jurisdictions (for example, Red Seal examinations). Most provinces and territories use the Red Seal examination as the final certification exam in designated Red Seal trades. The CCDA is responsible for the Red Seal Program. All provinces and territories and the federal government participate as members of the CCDA.

The CCDA Secretariat

Sponsored by Employment and Social Development Canada (ESDC), the CCDA Secretariat provides strategic and secretariat support to the CCDA and the Red Seal Program. The CCDA Secretariat serves as single point of contact to CCDA and its Committee members and facilitates connection with national stakeholders and partners. The CCDA Secretariat also engages in activities including coordination of CCDA meetings, dissemination of public communications, and promotion of the Red Seal Program at apprenticeship and skilled trades events and conferences.

Highlights of CCDA Work

Harmonization Initiative

Since 2015, the CCDA has overseen the development, implementation, and maintenance of the Harmonization Initiative¹. The Harmonization Initiative aligns apprenticeship systems across Canada by making training requirements more consistent in the Red Seal trades. As part of this work, the CCDA identified harmonization priorities in consultation with industry and training stakeholders. Recommendations regarding the Red Seal name, total training hours, levels of training and sequencing of training are developed by examining and comparing programming in each of the provinces and territories.

Originally, the selection of trades for harmonization in the early phases of the project was strongly influenced by the ambitious goal to harmonize trades that cover 80 per cent of apprentices by 2020, which was achieved. Next, trades were selected for the subsequent phases based on provincial/territorial feedback and the Pan-Canadian work plan.

As of the end of Phase 9 (2022-23), participating provinces and territories have now reached consensus for harmonization in more than 40 trades, comprised of over 97.6 per cent of apprentices in participating jurisdictions. Implementation is completed or underway for 32 of these trades.

Work will continue on the remaining Red Seal trades, as well as maintaining and improving harmonization in trades that have already gone through the process. The CCDA would like to thank all industry stakeholders and partners who have achieved significant progress on harmonizing Canada's apprenticeship systems.

Trade	Target Year for Implementation
Carpenter	2016
Metal Fabricator (Fitter)	2016
Welder	2016
Ironworker (Generalist)	2016
Ironworker (Reinforcing)	2016
Ironworker (Structural/Ornamental)	2016
Mobile Crane Operator	2016
Tower Crane Operator	2016
Heavy Duty Equipment Technician	2017
Truck and Transport Mechanic	2017
Agricultural Equipment Technician	2017
Construction Electrician	2017
Industrial Electrician	2017
Industrial Mechanic (Millwright)	2017
Automotive Service Technician	2017
Plumber	2017
Steamfitter/Pipefitter	2017
Boilermaker	2018
Concrete Finisher	2018
Landscape Horticulturist	2018
Sheet Metal Worker	2018
Sprinkler Fitter	2018
Machinist	2019
Insulator (Heat and Frost)	2019
Refrigeration and Air Conditioning Mechanic	2019
Tool and Die Maker	2019
Automotive Refinishing Technician	2020
Auto Body and Collision Technician	2020
Powerline Technician	2020
Cook	2020
Hairstylist	2020
Bricklayer	2021
Glazier	2021
Instrumentation and Control Technician	2021
Motorcycle Technician	2021
Parts Technician	2021
Roofer	2021
Cabinetmaker	2022
Lather (Interior Systems Mechanic)	2022
Recreation Vehicle Service Technician	2022
Painter and Decorator	2023
Transport Trailer Technician	2023

¹ - Québec is an observer on this initiative.

Red Seal Product Development

To ensure Red Seal products remain current and up to date, the CCDA continues to work closely with industry to monitor and improve the Red Seal standards and examinations. A variety of product development activities are held for many of the Red Seal trades every year in consultation with industry. In 2021 and 2022, these consultations took place via virtual workshops, in-person workshops and online surveys.

In 2021 and 2022, the CCDA continued its work developing quality Red Seal standards and examinations. In recent updates, content was added to standards to reflect trade activities that support reduced emissions and more environmentally conscious practices.

The CCDA has also created and published new web-based tools to assist exam candidates prepare themselves for writing the Red Seal examination. New self-assessment tools help candidates compare their experience and knowledge against the standard for their trade. [The Red Seal exam preparation guide](#) and [the self-assessment guides](#) for all 54 trades are now available on the Red Seal website.

The Red Seal Occupational Standards (RSOS) and Red Seal examinations developed and published during 2021 and 2022 are listed here.

Red Seal Occupational Standard (RSOS)

Thirteen (13) RSOS development workshops took place:	
2021	2022
Agricultural Equipment Technician	Automotive Service Technician
Painter and Decorator	Baker
Plumber	Floorcovering Installer
Recreation Vehicle Service Technician	Heavy Duty Equipment Technician
Steamfitter/Pipefitter	Tilesetter
Transport Trailer Technician	Welder
Truck and Transport Mechanic	

Fourteen (14) RSOS were completed:	
2021	2022
Bricklayer	Agricultural Equipment Technician
Cabinetmaker	Metal Fabricator (Fitter)
Carpenter	Painter and Decorator
Construction Electrician	Recreation Vehicle Service Technician
Industrial Electrician	Steamfitter/Pipefitter
Lather (Interior System Mechanic)	Transport Trailer Technician
Mobile Crane Operator	Truck and Transport Mechanic

Examination Development

Seventeen (17) examination development workshops were held:	
2021	2022
Bricklayer	Agricultural Equipment Technician
Cabinetmaker	Appliance Service Technician
Construction Electrician	Carpenter
Gasfitter – Class A and Class B	Industrial Electrician
Lather (Interior Systems Mechanic)	Metal Fabricator (Fitter)
Mobile Crane Operator	Painter and Decorator
Motorcycle Technician	Recreation Vehicle Service Technician
Roofer	Transport Trailer Technician
Welder	

Six(6) Red Seal trades had new examinations released:	
2021	2022
Cook	Lather (Interior Systems Mechanic)
Hairstylist	Roofer
Powerline Technician	Truck and Transport Mechanic

Ellis Chart

The [Ellis Chart website](#) is an important reference tool to compare elements of apprenticeship programs for more than 300 trades across Canada. In 2021, the Ellis Chart was revised to simplify the presentation of these elements and usability of the site. Information about each province's/territory's apprenticeship program is continually being updated.

CCDA at the 2022 International Labour Conference



Chris Stubbs with Youna Zhang (ESDC) at the 2022 ILC

The CCDA nominated Chris Stubbs, Innovation and Inclusion Director at Saskatchewan Apprenticeship and Trade Certification Commission and Harmonization Analyst of the Red Seal Program, to represent Canada at the 2022 International Labour Conference (ILC) in Geneva, Switzerland. The International Labour Organization (ILO) is a United Nations agency that brings together governments, employers and workers of its 187 member states to set labour standards, develop policies and devise programs promoting decent work for all persons. In 2022, the ILO undertook the first discussion on apprenticeships with a view to setting a new international labour standard.

National Stakeholders Meeting



CCDA hosted its National Stakeholders Meeting in Ottawa in November 2022, bringing 48 stakeholders and partners together to discuss on major jurisdictional program and legislative updates and how CCDA prioritizes its initiatives at the national level. CCDA also presented its new 2022-2027 Strategic Priorities to the national stakeholders and partners for discussion. The discussion centered on initiatives and work underway within participants' organizations that are aligned with CCDA's priorities. Participants highlighted areas requiring more resources include women in trades, newcomers, youth, and employers.

CCDA would like to thank everyone who participated in the 2022 National Stakeholder Meeting. We hope this meeting will encourage further communication and collaboration as we move forward together.

Awards

In 2021 and 2022, CCDA awarded four members of the apprenticeship community to recognize their contributions in the promotion, development or top-quality delivery of apprenticeship program in Canada.

The 2021 Red Seal Award for Excellence Winner – Darlene Clark



Darlene Clark, Manager of Program Standards for the Nova Scotia Apprenticeship Agency (NSAA), was selected by the CCDA as the recipient of the 2021 Red Seal Award of Excellence. The award is given to an apprenticeship authority staff member who demonstrates inspiring leadership in the development of and promotion of apprenticeship and trade certification.

The 2021 CCDA Award for Excellence in Apprenticeship Education Winner – Patrick Jones



Patrick Jones, Program Lead in the Automotive Department at Camosun College, was selected by the CCDA as the recipient of the 2021 Award for Excellence in Apprenticeship Education. The award honours apprenticeship educators and training instructors who deliver innovative and top-quality instructional programming to apprentices in Red Seal Trades.

The 2022 Darryl Cruickshank Red Seal Industry Award Winner – Graham Prokopetz



The Darryl Cruickshank award recognizes an individual from industry who has made an outstanding contribution to the promotion or development of apprenticeship training in Canada. Graham Prokopetz, a Red Seal Plumber and Field Operations Supervisor with Botting and Associates in Calgary, was selected for the award based on his extensive work and volunteer history, and his inspirational leadership to the next generation of skilled tradespersons.

The 2022 Red Seal Award for Excellence Award Winner – Ihor Cap



Ihor Cap, Program Development Officer and Training Standards Coordinator at Apprenticeship Manitoba, was selected by the CCDA as the recipient of the 2022 Red Seal Award of Excellence. The award is given annually to one apprenticeship authority staff member who demonstrates inspiring leadership in the development of and promotion of apprenticeship and skilled trades certification.

Equity, Diversity and Inclusion

In 2021 and 2022, CCDA established two communities of practice (CoPs) to provide a forum for staff across jurisdictions to discuss engaging the under-represented groups in apprenticeship and the skilled trades. Members from these CoPs share information, best practices, and challenges for enhancing equity, diversity and inclusion within the apprenticeship community, and report back to CCDA on summaries of promising practices to engage and empower equity-deserving groups.

The Supporting Black Apprentices Community of Practice meets quarterly and has 15 members from across jurisdictions. Some of the topics discussed by the group include:

- History of black language from Ontario Public Service.
- Overview of SkilledTradesBC Anti-Racism Programs and Initiatives.
- ESDC Study on a labour market profile of Black Canadians working in skilled trades occupations.
- Statistics Canada study of labour market outcomes of visible minority journeypersons.
- Integration of Black-centric themes in the hairstylist and barber trades.
- Overview of the Designation of Black Beauty Culture Hair Innovator as a trade (a provincial trade).

The Supporting Indigenous Apprentices Community of Practice meets quarterly and has 15 members from across jurisdictions. Some of the topics discussed by the group include:

- Commission de Construction de Québec (CCQ) collaborative approach to inclusion of First Nation and Inuit Peoples in apprenticeship.
- Saskatchewan's Tiny Home Initiative for increasing Skilled Trades opportunities for Indigenous People.
- Overview of Manitoba's Indigenous Communities and related apprenticeship engagement initiatives.
- Exploring options for training apprentices in remote communities without journeypersons.
- Discussion on programs and initiatives that promote skilled trades careers to indigenous youth.
- Overview of ESDC's Indigenous Affairs Directorate's Indigenous Skills Employment Training (ISET) Program.
- Overview of Indigenous program initiatives in Alberta (e.g. the Indigenous and Visible Minority Mobility Program, Top Employer of Indigenous Apprentices Award, etc.).

Members of the CCDA (2022)

<p>NEWFOUNDLAND & LABRADOR Sandra Bishop, Director Apprenticeship and Trades Certification Division, Department of Advanced Education and Skills Confederation Building, 1st Floor, West Block 100 Prince Philip Drive, St. John's, NL A1B 3R4</p>	<p>SASKATCHEWAN Jeff Ritter, Chief Executive Officer Saskatchewan Apprenticeship & Trade Certification Commission 2140 Hamilton Street Regina, SK S4P 2E3</p>
<p>PRINCE EDWARD ISLAND Grant Sweet, Manager of Apprenticeship Post-Secondary and Continuing Education, Department of Innovation and Advanced Learning Atlantic Technology Centre, Suite 212, 90 University Avenue, P.O. Box 2000 Charlottetown, PE C1A 7N8</p>	<p>ALBERTA Jacqueline Hammond, Executive Director Apprenticeship Delivery and Support Services Alberta Advanced Education 20th Floor, Commerce Place 10155-102 Street NW, Edmonton, AB T5J 4L5</p>
<p>NOVA SCOTIA Marjorie Davison, Chief Executive Officer Nova Scotia Apprenticeship Agency Thompson Building, 3rd Floor, 1256 Barrington Street, P.O. Box 578 Halifax, NS B3J 2P8</p>	<p>BRITISH COLUMBIA (Chair of the CCDA) Shelley Gray, Chief Executive Officer SkilledTradesBC 800 – 8100 Granville Avenue, Richmond, BC V6Y 3T6</p>
<p>NEW BRUNSWICK Barbara Lapointe, Director Post-Secondary Education, Training and Labour Apprenticeship and Occupational Certification P.O. Box 6000, 70 York Street, Fredericton, NB E3B 5H1</p>	<p>YUKON Kirsti DeVries, Director Training Programs, Department of Education 1000 Lewes Boulevard Whitehorse, YT Y1A 5T4</p>
<p>QUEBEC Nathalie Vallières, Director Ministère de l'Emploi et de la Solidarité sociale 800, Tour de la Place Victoria, 27th Floor Montreal, QC H4Z 1B7</p>	<p>NORTHWEST TERRITORIES Gwen Woodward, Manager Apprenticeship and Occupational Certification Education, Culture & Employment P.O. Box 1320 Yellowknife, NT X1A 2L9</p>
<p>ONTARIO Melissa Young, Chief Executive Officer Skilled Trades Ontario 315 Front Street West, 17th Floor Toronto, ON M5V 3A4</p>	<p>NUNAVUT Robert Clift, Director of Career Development Career Development, Department of Family Services P.O. Box 1000, Stn 980 Iqaluit, NU X0A 0H0</p>
<p>MANITOBA David McCutcheon, Executive Director Apprenticeship Manitoba, Education and Training 100-111 Lombard Avenue Winnipeg, MB R3B 0T4</p>	<p>EMPLOYMENT AND SOCIAL DEVELOPMENT CANADA Cara Scales, Director Lise Caron, Manager Trades and Apprenticeship Division, Employment and Social Development Canada 140 Promenade du Portage, Phase IV, 5th Floor, Gatineau, QC K1A 0J9</p>